

**MINUETS POCSO COMMITTEE**  
**RAJ EDUCATION FOUNDATION'S**  
**BLOOMFIELD HOUSE OF KNOWLEDGE SCHOOL**

Mrs. Shrilaxmi Deshpande	Principal Of School
Mrs. Rita Tamariya	School Teacher
Mrs.Sugra Fani	School Teacher
Ms. Dnyaneshwari Khade	School Student of class 8
Ms. Sonal choudhary	School Student Of class 8
Ms. Rutuja Dhanawade	Special Educator
Mrs. Aarchana PATil	Parents
Mrs. Famida	Parents
Mr. Atul Ghodse	Health and Wellness Teacher
Mrs. Smriti Paul	Advocate
Mr. Nikhil More	Doctor

Minutes of the meeting of the POCSO committee Of Bloomfield House Of Knowledge held on 10 April 2023 at its school Premises.

**IN PRESENCE**

All members of POCSO Committee of Bloomfield House Of Knowledge School are present.

**QUORUM**

The Quorum of the meeting is present & Principal Mrs. Shrilaxmi Deshpandehas started the proceeding.

**CONFIRMATION OF MINUTES OF PREVIOUS MEETING**

Mrs Shrilaxmi Deshpanderead out the minutes of previous meeting and the same is approved.

## PROPOSAL TO RECONSTITUTE THE POCSO COMMITTEE AS PER THE CBSE CIRCULAR

Mrs Shrilaxmi Deshpande put up a proposal to reconstitute the POCSO Committee as per CBSE Circular - As per norms following members were selected in POCSO Committee;

Following Members are selected for POCSO committee For the Academic Year 2023-2024










Mrs. Shrilaxmi Deshpande	Principal Of School
Mrs. Rita Tamariya	School Teacher
Mrs. Sugra Fani	School Teacher
Ms. Dnyaneshwari Khade	School Student of class 10
Ms. Sonal choudhary	School Student Of class 9
Ms. Rutuja Dhanawade	Special Educator
Mrs. Aarchana Patil	Parents
Mrs. Famida	Parents
Mr. Atul Ghodse	Health and Wellness Teacher
Mrs. Smriti Paul	Advocate
Mr. Nikhil More	Doctor

All the members accepted the proposal & resolution was passed unanimously.

## VOTE OF THANKS

There being no other business, meeting concluded with a vote of thanks to chair.

## POCSO COMMITTEE RAJ EDUCATION FOUNDATION'S BLOOMFIELD HOUSE OF KNOWLEDGE SCHOOL

Name	Designation	Contact No.	Sign
Mrs. Shrilaxmi Deshpande	Principal Of School	9890066490	
Mrs. Rita Tamariya	School Teacher	8379927474	
Mrs. Sugra Fani	School Teacher	8983437352	
Ms. Dnyaneshwari Khade	School Student of class 8	9309437285	D.A. Khade
Ms. Sonal choudhary	School Student Of class 8	9960457665	S. B. Choudhary
Ms. Rutuja Dhanawade	Special Educator	7447440479	
Mrs. Aarchana Patil	Parents	9665332264	
Mrs. Famida	Parents	9359517078	
Mr. Atul Ghodse	Health and Wellness Teacher	9981867760	
Mrs. Smriti Paul	Advocate	9890576429	
Mr. Nikhil More	Doctor	7447441543	

RAJ EDUCATION FOUNDATION'S  
BLOOMFIELD HOUSE OF KNOWLEDGE SCHOOL

**Minutes POC SO COMMITTEE**

Extracts of the minutes of the meeting of the POC SO Committee of bloomfield House Of Knowledge School 12 Aug 2023 at its School Premises

**IN PRESENCE**

All members of POC SO Committee of bloomfield House Of Knowledge School UP are present.

**QUORUM**

The Quorum of the meeting is present & Principal Mrs. Shrilaxmi Deshpande has started the proceeding.

**CONFIRMATION OF MINUTES OF PREVIOUS MEETING**

Mrs. Shrilaxmi Deshpande read out the minutes of previous meeting and the same is approved.

**PROPOSAL TO FORMULATE POLICIES REGARDING  
IDENTIFICATION AND PREVENTION OF SOCIO -EMTIONAL  
PROBLEM**

Mrs. Shrilaxmi Deshpande put up a proposal that school has clear policy ,programs and procedure for identifying students who are experiencing difficulties or are at risk of experiencing behavioral emotional and /or social difficulties and Atul Ghodse is appointed as co-coordinator to follow up and monitor students and teachers involved in anti social b ehaviors, violence, bullying, aggression , victimization substance abuse etc

All the members accepted the proposal & resolution was passed unanimously.

**VOTE OF THANKS**

There being no other business, meeting concluded with a vote of thanks to chair.

## **Committee Against Sexual Harassment**

With regard to the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places, the University Grants Commission (UGC) has issued circulars since 1998, to all the institutions, advising them to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. It has further advised the institutions to be proactive by developing a conducive atmosphere on the campus, where the status of woman is respected and they are treated with.

### **Objective**

The objectives of the Committee are:

- Prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees;
- Make recommendations to the chairperson for changes/elaborations in the Rules for students and employees in the Prospectus and the Bye-Laws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, by the students and the employees;
- Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment;
- Recommend appropriate punitive action against the guilty party to the Chairperson.

### **Procedure for Approaching Committee**

The Committee deals with issues relating to sexual harassment at the Golden Bells Children Academy . It is applicable to all students, staff and faculty. A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the Convener of the Committee. If the complaint is made to any of the Committee members, they may forward it to the Convener of the Committee Against Sexual Harassment.

Here it should be noted that according to the Supreme Court guideline Sexual harassment can be defined as "unwelcome" sexually determined behavior (whether directly or by implication) as:

- Physical contact and advances

- Demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. (Vishaka judgment by Supreme Court)

**The following is also sexual harassment and is covered by the committee:**

- Eve-teasing,
- Unsavory remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts,
- Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forceible physical touch or molestation and
- Physical confinement against one's will and any other act likely to violate one's privacy.

**Procedure for dealing with complaints**

1. Filing of a complaint

If any associate believes that she/he has been subjected to sexual harassment, such person may file a complaint with any member of the committee.

The committee member on receiving a complaint will intimate the committee head. The committee head would arrange for a meeting within a week of receipt of the complaint for discussing the complaint raised.

Complaints must be brought within 30 working days of the incident of sexual harassment. Complaints brought after that time period will not be pursued absent extraordinary circumstances. The determination of whether the complaint was timely or whether extraordinary circumstances exist to extend the complaint period must be made in conjunction with the Legal team.

Every attempt will be made to get the complainant to provide the complaint in writing. The complaint shall include the circumstances giving rise to the complaint, the dates of the alleged occurrences and names of witnesses, if any. The complaint shall be signed by the complainant.

2. Process of Enquiry

- The committee will ask the complainant to prepare a detailed statement of incidents/ allegations. The statement of allegation will be shared with the accused.
  
- The accused will be asked to prepare a response to the statement of allegations and submit to the committee within the given time.
  
- The statement and other evidence obtained in the inquiry process will be considered confidential.
  
- The committee will organize verbal hearings with the complainant and the accused.
  
- The committee will take testimonies of other relevant persons and review the evidence if necessary. The committee should ensure that sufficient care is taken to avoid any retaliation against the witnesses.
  
- During the enquiry process, the complainant and the accused would be expected to refrain from any form of threat, intimidation or influencing of witnesses.
  
- The committee will arrive at a decision after carefully and fairly reviewing the circumstances, evidences and relevant statements.
  
- The committee will ensure confidentiality during the inquiry process and will ensure that in the course of investigation a complaint:
  - i. Both parties will be given reasonable opportunity to be heard along with witnesses and to produce any other relevant documents.
  - ii. Upon completion of the investigation, both parties will be informed of the results of the investigation.
  
- The committee will be empowered to do all things necessary to ensure a fair hearing of the

complaint including all things necessary to ensure that victims or witnesses are neither victimized nor discriminated against while dealing with a complaint of sexual harassment. In this regard the committee will also have the discretion to make appropriate interim recommendations in relation to an accused person (pending the outcome of a complaint) including suspension, transfer, leave, change of work location etc.

- The investigation into a complaint will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances.
- The committee will investigate and prepare an enquiry report with recommendation within 4 weeks of the complaint being filed.
- Once the investigation is completed, a determination will be made regarding the validity of the harassment allegation. If it is determined that harassment has occurred; prompt, remedial action will be taken. The committee will share the investigation details and the findings and agree on the applicable disciplinary action. This may include some or all of the following
  - i. Restore any lost terms, conditions or benefits of employment to the complainant.
  - ii. Committee will take appropriate disciplinary action, up to, including termination against the accused. All related documents will be maintained in the associate's folder, ensuring confidentiality.

This anti sexual harassment policy shall not, however, be used to raise malicious complaints. If a complaint has been made in bad faith, as demonstrated by clear and convincing evidence, disciplinary action which may include, termination will be taken against the person raising the complaint.

### **Decision and Action**

Once the investigation is completed, a determination will be made regarding the validity of the harassment allegation. If it is determined that harassment has occurred; prompt, remedial action will be taken. The committee members will share the investigation details and the findings thereof with the appropriate functional head and agree on the applicable disciplinary action. This may include some or all of the following:

- i. Restore any lost terms, conditions and benefits of employment to the complainant.

- ii. Discipline the accused. This discipline can include demotion, suspension and termination.

The disciplinary action will be carried out by the concerned department. Such disciplinary action may include transfer, demotion or termination. All related documents will be maintained ensuring confidentiality.

### Policy Implementation and Review

The policy will be implemented and reviewed by the committee. The school reserves the right to amend, abrogate, modify, rescind / reinstate the entire policy or any part of it at any time.

All the members accepted the proposal & resolution was passed unanimously.

## VOTE OF THANKS

There being no other business, meeting concluded with a vote of thanks to chair.

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## POCSO COMMITTEE RAJ EDUCATION FOUNDATION'S BLOOMFIELD HOUSE OF KNOWLEDGE SCHOOL

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Ms. Rutuja Dhanawade	Special Educator	7447440479	<i>Rutuja</i>
Mrs. Aarchana Patil	Parents	9665332264	<i>Aarchana</i>
Mrs. Famida	Parents	9359517078	<i>Famida</i>
Mr. Atul Ghodse	Health and Wellness Teacher	9988867760	<i>AG</i>
Mrs. Smriti Paul	Advocate	9890576429	<i>Smriti</i>
Mr. Nikhil More	Doctor	7447441543	<i>Nikhil</i>